

growing leaders from within

LEAP was created to provide current and future OAR leaders opportunity for professional and personal development. This program includes training, coaching, and ongoing assessments.

OAR leadership recognized that potential leaders exist throughout OAR and NOAA, and encourage diverse and inclusive participation.

Over 40 individuals participated in the first class, with approximately half coming from OAR HQ and half from labs and programs, plus a few individuals from other line offices. We hope the 2012 class has the same breadth, diversity, and enthusiasm. *Will you be in it?*

LEAP Ambassadors

AOML Alan Leonardi

Alejandra Lorenzo

ARL-ATDD LaToya Myles

ARL-FRD Walt Schalk (remotely)

ARL-SORD Walt Schalk
FSRL Andrea Ray

Andrea Ray

Brian Vasel

GFDL Brian Gross

Steve Mayle

GLERL John Bratton

Headquarters Kola Garber

Amanda McCarty

Mark Vincent

NSSL Kevin Kelleher

PMEL Renee Womack

Sea Grant Kola Garber

NESDIS Krisa Arzayus

NMFS Philip Hoffman

NWS Monica Montague

OMAO Chris Beaverson

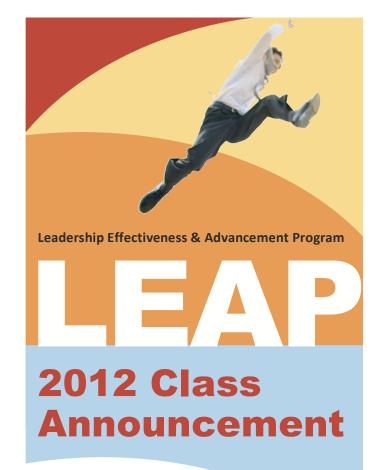
Contact your local LEAP Ambassador for program information and other questions, or contact the LEAP coordinator directly:

LEAP.Coordinator@noaa.gov

Visit the LEAP website

http://oarhq.noaa.gov/LEAP





October 2011 through
October 2012



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What is **LEAP?**

An experience you'll remember and use throughout your career

LEAP supports OAR and NOAA by encouraging leadership growth and personal and professional development through focused training, peer coaching, and personal assessments and progress evaluations.



LEAP is designed to *innovate* formal and informal leadership experiences, *incubate* a diverse cadre of leaders, and *integrate* professional performance and personal preferences and proficiencies for organizational success.

What participants are saying...

"Exceptional combination of speakers and internal experts provide a rich learning experience."

"Amazing experience to become a better leader and a better, more centered person."

"Highly recommend to all current and aspiring managers."

"A must for leaders in the field and at headquarters."

Leaders are made, They are not born.

They are made by hard effort, which is the price which all of us must pay to achieve any goal that is worthwhile.

- Vince Lombardi

Applications due:

NOW EXTENDED – September 9, 2011

Applicants notified: **September 16, 2011**









What to expect

"There is no learning in the comfort zone, and there is no comfort in the learning zone." Walt Childress

- LEAP is designed to be a comprehensive development program
- Using many modes of learning
- Allowing participants to learn more about themselves and get perspectives on strengths and weaknesses and how they can develop skills to improve
- Opportunity for 360 reviews and peer coaching
- Learn to give and receive feedback
- Learn from great outside speakers, and from each other
- Exercises reinforce learning and build trust

We are pushed beyond our comfort zone and challenged to grow

How do I apply?

You must complete a LEAP 2012 class application, available at <u>oarhq.noaa.gov/LEAP</u>. This application includes several questions focusing on your current or future leadership potential and what you might get out of the LEAP program. Your supervisor also must complete part of the application, providing both a commitment to support you as well as an evaluation of your leadership potential.



Personal and professional development as demonstrated by a commitment to:

- Attend team meetings, typically weekly or bi-weekly, in person or virtually (e.g., phone, VTC),
- Dedicate an average of 2 hours per week to teams and projects
- Identify a community of computation (including 7 peers, supervisors, and supervisees) to evaluate your leadership progress throughout LEAP.
- Attendance at four (4) training sessions over the period of one (1) year, typically 3.5 days per session. Training sessions will be held within driving distance of Silver Spring, MD.

How do I learn more?

- Contact a LEAP ambassador. Many of these individuals were part of the first LEAP class and would be happy to talk to you about their experiences.
- Review the materials available on the LEAP web site. This is a great resource for information about the future class, as well as the past class.

- October 25-28, 2011
- February 28 March 2, 2012
- June 12-15, 2012
- October 23-26, 2012

Mandatory LEAP Training Sessions: